AAEA Supposal 12
August 24, 2026

2025-26

- (Appendix IV) 1.5% on the Salary Schedule retroactive to the start of the 2025-26 school year All employees who worked during the 2025-26 school year will receive the retroactive payment. The amount will be prorated for employees who started work after the start of the school year or who left the school district prior to the end of the school year.

2026-27

  - (Appendix IV) A 1.5% increase to Steps 3-11 on the AAEA salary schedule.
  - (Appendix IV) **Beginning January 1, 2027**, Step 12 will be added to the salary schedule which will be ~~5%~~ **4%** higher than the new Step 11.
- (Appendix IV) L1 will be 1% higher than Step 12. Teachers with 11 years or more of experience completed in the Ann Arbor Public Schools under the AAEA collective bargaining agreement as of 9/30 of the applicable year.
- (Appendix IV) L2 will be 2% higher than Step 12. Teachers with 15 years or more of experience completed in the Ann Arbor Public Schools under the AAEA collective bargaining agreement as of 9/30 of the applicable year.
- (6.211.4.1) The parties agreed that the district contribution toward medical benefit plan annual costs will increase annually by the same percentage as the State of Michigan Department of Treasury memo pursuant to current PA152 and to that amount, the district will contribute an additional **2.0**%
- (Appendix XII) The cash in lieu option will increase to $5,000.

- (6.211.4.3) Should a legislative change or judicial ruling increase employer medical insurance annual premium contributions above the current district's annual premium contribution amount, that change/ruling will become immediately effective and become the new collective bargaining agreement annual district premium contribution language.
- (6.333) On the day before or after a holiday break up to 40 members (per day) of the AAEA bargaining unit may use a Personal Leave Day from their allotted time.
- **The employee is responsible to pay for any additional cost based on medical plan selection beyond the district contribution.**
- **The employee contribution will be divided over 20 or 24 pays as elected by the employee.**

TG
8.24.26

8/24/26

Language Updates

- Parent-Teacher Conference language as per TA 6/25/2025
- Evaluations (4.610.3) – I update to include "Formal observations will not be done during the first two (2) weeks or last two (2) weeks of each school year..."
- **Evaluation - A collaborative committee of Association and Central Office Administrators will convene to consider a shift to the 2022 Updated Version of the Charlotte Danieleson Framework for Teaching, to update the Teacher Lesson Plan Template, and to consider a shift to the teacher Lesson Plan Support Guide and Administrator Observation Feedback Template.**